



## @USNPEOPLE WEEKLY WIRE

### 1.) The 5 Questions You're Asking About The Navy's Big Personnel Changes/ 29 MAY 15 [\[LINK\]](#)

NAVY LIVE, Chief of Naval Personnel

Why are we making all of these changes to the Navy's personnel system?

We've got a great Navy. Sailors today are high quality. Recruiting is successful and the quality of kids we're bringing in today is wonderful. The economy is always our biggest competitor for attracting good people, and keeping good people, so we want to put things in place today, get authority on the shelf that allows us to deal with any changes in the economic situation when the time comes."

### 2.) Better bonuses: Navy eyes corporate-style packages/ 24 MAY 15

NAVY TIMES, Mark D. Faram

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Sailors must score three consecutive "outstandings" to earn the Outstanding Fitness Award, which will either be a uniform ribbon or medal, a senior Navy official confirmed to Navy Times. A proposal is due on the Navy secretary's desk this year, with the hope of having the award approved within two years, the official added.

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Navy Personnel Command Public Affairs

"Getting your records turned in and making sure the medical department or medical treatment facility knows you are separating or retiring really is in your best interest," Stewart said. "Make sure you have access to what you've earned."

### 5.) NAVADMIN bi-weekly roll-up:

Every other week, we roll up the various NAVADMINS from Naval Personnel Command. Below are the latest:

- Active-Duty Promotions to the Permanent Grades of Captain, Commander, Lieutenant Commander, Lieutenant, And Chief Warrant Officers in the Line and Staff Corps [\[LINK\]](#)
- Cyber Hygiene Personal Social Media Standards of Conduct [\[LINK\]](#)
- Certification Standards for Navy Sexual Assault Prevention and Response Program Managers [\[LINK\]](#)

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or find it online at [www.navy.mil/cnp](http://www.navy.mil/cnp)

## 1.) The 5 Questions You're Asking About The Navy's Big Personnel Changes/ 29 MAY 15 [LINK](#)

NAVY LIVE, Chief of Naval Personnel

A major rollout of new personnel initiatives that provide greater choice, flexibility and transparency in everything from career path, promotions and advancements, to GMT and even body composition assessment (BCA) was announced by Secretary of the Navy Ray Mabus on May 13.

As these initiatives move forward, the Office of the Chief of Naval Personnel has responsibility for fleet communication and implementation.

Vice Adm. Bill Moran, CNP, had the opportunity to discuss these initiatives with the Fleet last week, and answered Sailors' questions about the changes.

Here are the top five questions you're asking in all hands calls and on social media:

### 1. Why are we making all of these changes to the Navy's personnel system?

"We've got a great Navy. Sailors today are high quality. Recruiting is successful and the quality of kids we're bringing in today is wonderful.

The economy is always our biggest competitor for attracting good people, and keeping good people, so we want to put things in place today, get authority on the shelf that allows us to deal with any changes in the economic situation when the time comes."

[View Clip](#) (RT: 1:50)

### 2. Are we really getting rid of mandatory Navy GMT?

"We are coming up with better ideas and better training over time ... we are giving this back to CO's to determine when they think their crew, their squadron, their unit, is in need of that kind of training."

[View Clip](#) (RT: 2:00)

### 3. What do the Navy Fitness changes mean for Sailors?

"The PFA as we institute it today is really not measuring health or encouraging better health, it is simply a test. We're partnering with BUMED to figure out what defines better health and then use the standards we have to get more people to take the test ... really giving them more latitude to pay most attention to doing the right things to be healthier."

[View Clip](#) (RT: 2:37)

### 4. Why is CAP changing to the Meritorious Advancement Program?

"Nobody knows their Sailors better than our CO's in the fleet, the command master chief and the chief's mess. We want to give them more opportunity to recognize the best of the best inside their units by expanding the opportunity to meritoriously advance Sailors. We've also heard from multiple units and CO's around the Fleet that all of our great Sailors aren't only at sea, we have some great Sailors ashore as well."

[View Clip](#) (RT: 1:16)

5. How are you going to provide greater career path flexibility?

"I think we're trying to find more than one path to milestone achievement and success for people who are talented. Today it's defined as the golden career path because it's pretty rigid. You don't have opportunities to try something different or to maybe get off track for whatever reason, we want to be able to give people off ramps that have a great deal of talent and are very skilled and want to come back and serve."

[View Clip](#) (RT: 1:51)

Didn't see your question about these initiatives on the list? Send it to [usnpeople@gmail.com](mailto:usnpeople@gmail.com) or tweet it to @usnpeople, and the Office of the Chief of Naval Personnel will work to get you an answer.

## **2.) Better bonuses: Navy eyes corporate-style packages/ 24 MAY 15**

NAVY TIMES, Mark D. Faram

Your bonuses are about to get personal.

Want that coveted instructor job in Mayport? Or three weeks of schoolhouse training for a hard-to-get NEC course?

The Navy may soon offer corporate-style bonuses that package together targeted bonus amounts with plum assignments or hard-to-get training.

Navy Secretary Ray Mabus wants to change the bonus system radically and offer incentives beyond money, by dangling carrots such as guaranteed duty location and advanced training schools.

"We're asking Congress to amend our current broad-based bonus system to make it look more like those used in the private sector," Mabus told Naval Academy midshipmen May 13.

"By granting department leaders the flexibility to match pay incentives with individual skill sets and talent levels, we can better compensate and retain officers and enlisted."

For most of the past half century, the service has given out those bonuses in what personnel officials now call a "one-size-fits-all" system that doesn't take into account the individual, only the individual's job codes and skills — and sometimes pay grade and years of service.

Under the current system, the Navy simply uses money, and only money, to influence sailors to stay in the service.

### **Bonus overhaul**

While retention is good, officials are wary of an improving economy. In offering bonuses, officials take into account the need for experienced and top-notch people in the most critical skills and weighs that against the Navy's ability to train new sailors off the street.

But some skills you can't find on the street. They can only be acquired through longevity and experience.

Officers, for example, are offered retention if their initial service obligation has or is about to pass to keep them in the ranks for department head and command billets.

On the enlisted side, there's the Selective Reenlistment Bonus for those with up to 14 years of service and Enlisted Supervisor Retention Pay to keep those with critical skills in the ranks.

The Navy pays out bonuses at five different maximum levels, depending on the Navy's need for a given skill: \$30,000, \$45,000, \$60,000, \$75,000 and \$100,000.

For fiscal 2015, the Navy has a budget of \$135 million for initial re-up bonus payments, and officials are hoping to entice 8,500 sailors to stay in the ranks.

Next fiscal year, the Navy is asking for a \$19.4 million increase for fiscal 2016, for a total re-up budget of \$154.4 million.

What a sailor can get is based on a formula with a "multiple" the Navy attaches to their rating or Navy Enlisted Classification. That multiple is then factored with their basic pay and the number of months they're re-enlisting for, up to the payout max.

The trend now isn't toward bigger bonuses, but spreading money to more sailors. Mabus' desire to move to a private-sector like system has been often discussed in the past decade, but until recently there's been no official move.

Chief of Naval Personnel Vice Adm. Bill Moran said in April that he'd like to offer more targeted bonuses and to be able to tweak payout levels in real time, instead of relying on annual updates.

The overhaul would go beyond that to eventually tailor bonus packages to the individual sailor's skills — and to better meet the sailor's personal and family needs.

Such a system would take a deeper look at sailors' value, taking into account all their training and civilian education.

In the end, this new multiple could be used by the Navy to put a monetary value on each sailor's retention in the service.

This value could be used by the sailor to negotiate a package of incentives that might include taking less than the full value in cash and opting instead to bargain for choice orders or a career-enhancing school.

"We regularly hear from our folks that flat rate bonuses by themselves are less and less of a reason for high-quality sailors to stay Navy," Moran said in April. "To ensure we keep the right people with the right skills, we need to continue to improve and refine the SRB process."

But creating the ability to dig deeply into a sailor's service record and then build metrics for each sailor's value will likely take years of work.

In addition to convincing lawmakers to loosen rules on bonuses, leaders will need to upgrade and consolidate human resource databases and systems, a daunting project.

Moran plans to move forward in incremental steps, like the twice-yearly SRB updates.

"Key to this is upgrading our old and outdated personnel system, cleaning up data and improving access across all of our IT systems," he said. "Better information in the hands of sailors, COs and detailers will improve this and many other 'people' processes across our Navy."

### **3.) SECNAV proposes Outstanding Fitness Award for PFA aces/ 27 MAY 15**

NAVY TIMES, By Meghann Myers

When it comes to the physical fitness assessment, the main thing is: don't fail. That has serious consequences, as every sailor knows. But there's no incentive to do more than pass.

That's about to change. Enter the Outstanding Fitness Award, a proposal unveiled in May that would reward the Navy's fittest members with new chest candy.

Sailors must score three consecutive "outstandings" to earn the Outstanding Fitness Award, which will either be a uniform ribbon or medal, a senior Navy official confirmed to Navy Times.

A proposal is due on the Navy secretary's desk this year, with the hope of having the award approved within two years, the official added.

The award is part of a push to promote healthy behavior, coupled with changes to the way the Navy evaluates overall health.

The Navy is also eyeing a lesser distinction. Those who score an outstanding on one PRT cycle will be eligible to wear a special patch on their blue and gold PT uniform in 2016.

While individual commands have been able to reward their PT-maxing sailors with perks, like prime parking spots and special leave, the Outstanding Fitness Award would be the first service-wide recognition for PFA superstars.

Officials have not determined whether the new ribbon or medal will carry promotion points.

It's not the first time the honor has been proposed, though. Back in 2011, the Physical Readiness Program Office proposed a ribbon for sailors who scored five outstandings in a row.

The idea dated back to 2005, under former CNP Vice Adm. Gerry Hoewing.

The first proposals suggested promotion points for an outstanding, as well as putting a command's average fitness score into a commanding officer's eval and adding it to the Battle 'E' competition for seagoing commands.

The award's latest iteration is a big step. but doesn't go quite as far as some sailors had hoped.

Last year, a list of [proposals](#) from a recent command fitness leader summit went viral after it was posted on the online forum Reddit. The CFLs suggested a special PT shirt as a reward.

In November, Navy Times asked sailors via call-out for their best ideas to improve the PFA. They came back with more than a dozen ideas.

Some argued that sailors who score an outstanding should be able to skip the next cycle, while others suggested tiered promotion points for scoring a good, excellent or outstanding. That hasn't happened — at least, not yet.

### **4.) Retiring or Separating: Ensure Medical Records are Turned In for Future Care/ 26 MAY 15 [\[LINK\]](#)**

Navy Personnel Command Public Affairs

MILLINGTON, Tenn. (NNS) -- Sailors are being reminded to personally ensure their medical and dental records are available to the Department of Veterans Affairs (VA) by returning them to their medical treatment facility at retirement or separation, Navy leaders said May 26.

"A benefit of service is a lifetime of support from the VA," said Ann Stewart, director, Pay and Personnel Management. "To make sure Sailors can get the best level of support possible, they need to make sure their medical records have been turned in to the appropriate medical facility when they separate or retire from the Navy. A copy of medical and dental records will be provided to separating or retiring Sailors."

Before a Sailor separates or retires, commanding officers (CO) and officers in charge (OIC) are responsible for ensuring that the medical department or medical treatment facility knows the Sailor is separating or retiring, and that their Service Treatment Records (STR), medical and dental records, are at the appropriate medical and dental facilities. This guarantees that the records will be available to the VA. Medical departments or medical treatment facilities annotate on command/organization check-out sheets the disposition of the STR (per NAVADMIN 187/14).

"There may come a time when you need to file a claim with the VA in the future, and they will check to verify your period of service in the Navy," Stewart said. "Making sure your record is left at the appropriate medical or dental facility when you leave the Navy means that the VA will have immediate access to your records and can expedite care."

It is essential that all Navy leaders and Sailors understand their responsibility when it comes to storing and handling their medical and dental records, and their disposition after separation or retirement. Non-compliance with policy could impact timely adjudication of their VA benefits.

"Getting your records turned in and making sure the medical department or medical treatment facility knows you are separating or retiring really is in your best interest," Stewart said. "Make sure you have access to what you've earned."

For more information, read NAVADMIN 187/14 at [www.npc.navy.mil](http://www.npc.navy.mil).

For more news from Navy Personnel Command, visit [www.navy.mil/local/npc](http://www.navy.mil/local/npc)

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